

**CITY COUNCIL MEETING WORK SESSION  
CITY OF WATERTOWN  
August 13, 2012  
7:00 p.m.**

**Mayor Jeffrey E. Graham Presiding**

**Present:** Council Member Roxanne M. Burns  
Council Member Joseph M. Butler, Jr.  
Council Member Teresa R. Macaluso  
Council Member Jeffrey M. Smith  
Mayor Graham

**Also Present:** Sharon Addison, City Manager

**City staff present:** Ken Mix, Eugene Hayes, Elliott Nelson, Brenda Harwood

**Presentation – Woolworth Building, David Gallo, Georgica Green Ventures, LLC**

Mayor Graham called the work session to order, welcoming David Gallo and his colleagues Tony and Matthew Ardito, current owners of the building.

Mr. Gallo explained to Council that he has been building affordable housing in New York State for over 10 years, focusing on senior housing and apartments, and historic renovations. He mentioned utilizing ‘smart growth’ projects that are walkable and healthy for residents. Mr. Gallo noted that there is a retail component to the building and said other retailers would benefit from its redevelopment. He said that after some walk-thrus of the building, the current estimate is that it is 65,000 square feet, adding that their construction and design teams have seen the property. The current estimate, he said, is that the building could hold 45 to 50 apartments, which may encompass 75 people residing there. He added that they are here tonight to get a sense if they are close to beginning the project.

Mayor Graham inquired about Mr. Treanor, who bought the property with hopes of turning it into a hotel which was later deemed not viable. He questioned Mr. Treanor’s role in the project now and what would happen to the RESTORE NY funds.

Mr. Gallo replied that Mr. Treanor continues to be a partner in the building as part of the ownership team.

Mayor Graham wished to have pricing clarified.

Mr. Gallo said that any number that someone would suggest at this point in the project would be guessing, with regard to historic rehabilitation. He noted that there are many unknowns with regard to asbestos in the building, codes to be complied with and SHIPPO. Even with the right team in place, he said, the numbers are still a guessing game.

Mayor Graham asked if the ten to twelve million-dollar figures are the construction costs or all of the development costs.

Mr. Gallo said that number would be total costs including construction.

Mayor Graham again asked about the RESTORE NY grant.

Mr. Gallo replied that he does not know how that would be applied, but that he has spoken with Ken Mix and some representatives from RESTORE about the changes. During the last conversation he had with them, which was two months ago, he said they were on board and supportive.

Mayor Graham inquired about a timetable to line up tax credits.

Mr. Gallo replied that he spoke with NYS Homes and Community Renewal about financing the project with four percent tax credits. The application would be submitted immediately, he said, but some design details would need to be worked out before that can be done. When the details are worked out, an application could then be submitted to HFA for tax credits.

There are issues which involve the City, the Mayor said, which includes the PILOT and bus station in the parking lot.

Mr. Gallo responded that they would be looking at what has been provided in the past and noted he would not want to overreach, saying they do not feel they deserve special treatment in comparison to other developers in the area. Mr. Gallo said he noticed on a previous PILOT that it was for ten years and added that regarding other projects he has worked on, the PILOTS have been for fifteen years, which run in conjunction with the tax credits.

Mayor Graham asked how that would be structured over fifteen years.

Mr. Gallo noted that it could be escalating and pointed out that some increased every five years and some were fixed for the entire length of the PILOT.

Council Member Butler asked if Creekwood received a ten year PILOT.

Mr. Gallo said he had seen that and his group would be requesting five more years than Creekwood.

Mayor Graham mentioned the current bus stop and if the building were to be a hotel, the notion of the public square side of the building does not lend itself to being an easy in-and-out access. With the location being an apartment building, however, he asked how much that will change the plans of the bus stop. He added that Council is not excited about the prospect of demolishing and reconstruct the fairly new bus station.

Mr. Gallo replied that they spoke to several people during the day and asked them about parking. He said parking is one of the bigger issues.

Mayor Graham inquired about the one story section of the building on the back side and asked if that was anticipated to be apartments, and if not, he suggested that it be made into a parking lot.

Mr. Gallo said as long as the State and SHIPPO would be comfortable with that, it is certainly an option. He noted that the space would be giving up retail space. He also told Council that there is not a possibility of interior, basement parking.

Mayor Graham noted that the bus station tends to work well where it is because it is centrally located to the County building and other downtown businesses.

Council Member Burns commented that at this point the direction of the building has changed and development is concentrated primarily on residential living. She reiterated that the hotel concept, will not work. With that said, she stated that Mr. Gallo is asking the City to move the bus stop area, which has worked out very well. If the City is willing to move it, she asked how that would benefit Mr. Gallo's project and mentioned more parking or an open view.

Mr. Gallo replied that is a topic which could be worked on together. He said that when he drives into the City that portion of the building is the first portion he sees and stressed that it needs to be done right. If this area is going to create an entrance, it needs to be dealt with very carefully. He said they will work closely with the City on getting input and suggestions to do it right. Mr. Gallo noted that they did anticipate some type of parking there, as residents would expect that accommodation. He said the City is going to be competing with other areas for housing and will have comps which have parking that are similar in rent or less expensive than this community.

Council Member Burns said you cannot necessarily compare a project like Creekwood to a project in downtown Watertown on public square. She added that someone who rents an apartment on the square will not expect to have a driveway or garage. If Council were willing to move the bus station, she asked how many parking spots that would open up.

Mr. Gallo said 28 spaces would be created while there are 45 to 50 units in the building.

Council Member Smith asked if this project will be affordable housing or market rate housing.

Mr. Gallo responded that it could possibly be a combination of them both.

Council Member Burns noted that there are a lot of low-income housing units in the City that do not have drive up parking, driveways or a garage and given that fact she said she does not see that aspect being too detrimental to this project.

Council Member Smith asked, with regard to the parking spots and the cost associated with removing the bus stop, if he was proposing the City pick up that cost or if he would incorporate that into his costs.

Mr. Gallo replied that he is limited by the sources that he has to pay for anything. He said he would be happy to explore the possibility of working on something together.

Mayor Graham suggested utilizing a portion of the Woodruff site as a possibility for parking.

Mr. Gallo agreed that would be a suitable distance from the prospective apartments for parking. He said their goal is to make these units as amazing and delightful as possible so that everyone will want to live there.

Mayor Graham asked about the structure of this process and noted early on it was Mr. Treanor and the Ardito's. He questioned what the plan is for the building if this project does not work out.

Mr. Ardito said reselling it may be a possibility or waiting for another plan in the future. He added that financing is quite difficult currently and most banks will not finance a restoration project like this one. In

addition, if the units are affordable housing, the rent income would never cover the mortgage on the building.

Mayor Graham asked if Mr. Gallo's team had access to the property across the street on the Woodruff site, and if it is anticipated that it would be developed into a parking lot.

Mr. Gallo said an architect would need to put together some preliminary plans and have a contractor bid it out. He told Council as he gets facts, he will be in communication with Council.

Mayor Graham noted that the RESTORE grant was reduced from \$2.5 million to approximately \$1.7 million.

Mr. Gallo said the dialogue has been started again and noted the increased value of construction costs. He said they seemed receptive to increasing the funding back to \$2.5 million. He mentioned there are many sources for redevelopment, looking at local sources and federal home loan bank.

Mayor Graham commented the vexing thing for Council since the beginning has been there is never any certainty that anything would happen. He said the hotel idea was never viable, and all it did was get the public excited about a quaint hotel in downtown Watertown in which the economic model would never work. Mayor Graham asked what the next step is in this process.

Mr. Gallo replied they will move to solidify their team, pointing out that they are not local. He hopes to put together the right team to get the project done on time and on budget. Mr. Gallo said he has asked for proposals from a variety of people in the area and when they are submitted, they will select their team. He said the design process will start and Council will be made aware of the ideas, as will Ken Mix. While forming the team, he said, applications will be submitted to the State.

Mayor Graham noted there is some State money available this fall and asked what part of the \$12 million dollars has to be subsidy dollars.

Mr. Gallo responded that RESTORE could be solidified for \$2.5 million, the tax credit equity is probably another \$4 million to \$5 million, and some debt will be supported by the income. HFA and HCR will have to fill the gap, which could be \$15,000 per unit up to \$40,000 per unit. Typically, he said, the ranges change. He said they would look to other sources that have committed to local projects and submit applications accordingly. He said they spoke with DANC recently and asked what subsidy dollars are available for the project. Mr. Gallo said they would be willing to give gap-filler, which is a starting point.

Council Member Butler questioned the financing and what percent of the investor's money is going to the overall project.

Mr. Gallo responded that it depends on the project and it would not be out of the ordinary to see fifteen to thirty percent or the total funds from investors. He added that he feels there will be a lot of support for this redevelopment. Mr. Gallo mentioned that he spoke with the National Development Council, whom he has worked with in past projects, and noted they may be another component to the project.

Council Member Butler inquired how much debt would be financed.

Mr. Gallo replied it would be roughly forty percent.

Council Member Butler asked if Mr. Gallo has completed any similar projects, as in old and historic infrastructure, mentioning the Franklin building with roughly 40,000 square feet which had approximately \$8 million to \$10 million spent on redevelopment.

Mr. Gallo said he has done more rehabilitation projects than new construction and stressed the importance of hiring professionals to get the project done correctly.

Council Member Butler questioned if affordable housing in a beautiful downtown with flourishing businesses can coexist.

Mr. Gallo replied that this affordable housing program creates a standard that residents will have to have minimum incomes as well as maximum incomes and pass credit scores and background checks.

Council Member Burns commented that this building has some significant historic value as it was the former site of the Woolworth Five and Dime Store. She noted that she had read an article on Yahoo! recently about the beautiful homes that F. W. Woolworth had owned in different parts of the country. Would the historic value of this building put it at a higher level when talking about historic tax credits, she asked.

Mr. Gallo replied that it is an historic building that is one of a kind and it should remain that way. He added that it is long overdue for some care.

Gary Beasley noted that downtown Watertown is a National Registered Historic District and any building such as the Woolworth building that is contributory to that District is eligible. If it was not in an historic district then it would be justification to get it on the National Registry. Mr. Beasley added that the Woolworth comptroller built Emerson Place.

Mayor Graham said there are advocates for downtown and there are those who look at the Woodruff site who say they do not want to see any public parking become private. He added there have been recent debates on the issue of PILOTS, which have become toxic politically for a variety of reasons.

Mr. Gallo said his group will get more facts and will then get back to Council with information.

Mayor Graham commented that he does not know who maintains the building but there is some graffiti on the eastern side of the building and suggested that it could be painted over. He noted that the perpetrator was arrested.

Mr. Gallo asked if Ken should remain the point of contact.

Mayor Graham suggested the City Manager or whomever she designates.

Ms. Addison said Ken can continue to be the point of contact.

### **Presentation - Advantage Watertown, John Bartow**

Mayor Graham introduced John Bartow, Chairman of Advantage Watertown, a group which meets once a month to ruminate about local issues. The Mayor noted Mr. Bartow is also the Executive Director of the Tug Hill Commission.

Mr. Bartow thanked Council for the opportunity to discuss topics at this evening's meeting. Members of the group introduced themselves to Council: Brian Murray, a professor at JCC and owns a number of commercial properties within the City including the Palmer Street apartments; Dr. Jason White, an original Local Waterfront Revitalization community member and still works with the River Community. Also present was Gary Beasley and Scott St. Joseph, a civil engineer at Fort Drum, not representing Fort Drum but rather a local born and raised resident concerned with the City.

Mr. Bartow reviewed the packet of information with Council including project activity and priorities of Advantage Watertown. He commented that the group is not a decision-making body and do not set policy or priorities but rather try to be a sounding board and advocacy organization. Mr. Bartow added it is a place for civil discourse and dialogue. He said this meeting is a follow-up from a meeting in February and hoped to discuss how Council can see value in the Advantage Watertown Group and work together with each other. He discussed how projects can be accomplished, including finding funding.

Council Member Burns noted that civil discourse is a good thing and that it is nice to have members of Advantage Watertown present to have a little bit more dialogue between the two entities. She said she appreciates that Mr. Bartow mentioned his group is not a decision making body and the effort put forth by members of the Board. She noted she was involved with the group in the beginning, and there were several different issues going on in the City at the time. Council Member Burns noted she was involved in the Downtown Streetscape Project and the Waterfront Project. She commented that many of the committees were based around funding. A lot of the issues which groups had been pursuing are coming to fruition, which is a positive thing, she said.

Mr. Bartow said there were several advisory committees, not to be decision making bodies, but helping the projects along. Quality Communities was a similar program. He noted that there were a number of overlapping memberships in the various committees and eventually it morphed into the one group.

Council Member Burns commented that what has caused some issues is the fact that perhaps the role of Advantage Watertown has not always been as clear as it should be, particularly in the media. She said the Mayor once told her that sometimes topics may have been discussed at Advantage Watertown meetings that caught the interest of some sort of media and it was relayed not as an idea or suggestion, but rather as a definite that it will happen. It causes a disconnect when the topic is not sanctioned by Council.

Mr. Bartow concurred, citing a recent tour of the Masonic Temple which was covered by the newspaper with a headline stating that City officials toured the building. He questioned what is a City official, but also that it makes an implication that there was official City representation on the tour.

Council Member Burns said she is aware that Council is welcome to come to the monthly meetings any time they are able, but she cannot do that due to her full-time job. She said that perhaps Council needs to do a better job of figuring out how there can be more discourse and communication to work together.

Council Member Smith commented that his concern is that he does not know what the role is of Advantage Watertown. He said he has heard they are an advisory board to Council and added that he appreciates the time the members give to the board but he questioned what Council is being advised about. He said they do receive the minutes from Advantage Watertown meetings but he said he has not seen anything showing Advantage Watertown supports one idea or topic over another. Council Member Smith noted that it does become a concern when the board is getting briefed on projects in the City before Council knows anything about it. He said he looked back at the original minutes from 2003 when the grant program was started, as it dealt with the State University of New York Environmental Science and students were to be the advisors on the LWRP. He stated that this has changed and there has never been a

City Council resolution to make that change. He pointed out that the members are appointed by the committee. Council Member Smith questioned why Advantage Watertown should be able to utilize taxpayer money, via staff, internet resources, communications, and another committee who may be willing to be helpful and is concerned about the community, not have the same opportunity. He asked where the line is drawn and gave an example of a group which was for the expansion of the ice arena, which involved two professional hockey players, people from the YMCA, business people. He inquired if they could start coming in and having monthly meetings with City staff and post minutes on the City's website. Council Member Smith commented that if someone asked him what the role is of Advantage Watertown and why was it created, he said he could not answer the question.

Mr. Bartow replied that the committee has given memorandums to Council in the past, particularly in relation to some of the housing projects and funding sources.

Council Member Smith asked if one of the founding reasons Advantage Watertown was created was for housing issues.

Mr. Bartow replied that that is not the case.

Council Member Smith reiterated that if there is no set foundation or rule as to what the committee is involved in, it can morph into anything, however great intentioned it is.

Regarding the housing issue, Mr. Bartow commented that housing initiatives and specific projects such as Summit Woods and the in-fill housing were brought to the group. He added that the Development Authority of the North Country had discussed getting help in trying to get projects to the City.

Mayor Graham said he knows there have been some misunderstandings, he referred to a parking issue in which it was mentioned in the media that City officials want a new parking lot. The value of the group, the Mayor said, is that it provides an interaction between stakeholders in the downtown area, City staff and the Mayor and it offers an opportunity to create some different ideas. He added that it gets covered by the news media, as some things do, but it cannot be regulated and suggested being more careful in how things are stated. Mayor Graham mentioned Mr. Murray, in that many in attendance may have not known before the meeting, but that he owns College Heights, Palmer Street Apartments, Top of the Square, The Ag Building and perhaps other properties and is a player in Watertown property management and development. Mayor Graham said people tend to only think of Gary Beasley and Patrick Donegan as the people whom have been known for a while but it is important, perhaps for those new to the area or new to that endeavor have some access to the workings of government. He said that the key to having the committee continue to exist is maintaining the relationship between the administration, being the Manager's office and Planning, and this group. The Mayor said he acknowledged some of the communication issues that have developed and the fact that he does not know why it was created or when it was created, and recalled the late Doug Schilling saying the group was one of the things the City has to have. He said there is some value to the committee as it exists.

Council Member Smith pointed out that the role has to be defined, citing the priority list and the myriad topics mentioned which appear above LWRP which is what he was told the committee was formed to support from the beginning.

Mr. Bartow replied that it was not just created for LWRP but for the Downtown Development and Quality Communities initiatives as well. He added that housing projects are also important to the committee and mentioned some areas of development for housing.

Council Member Smith asked for clarification regarding the focus of the committee, as there are different entities dealing with downtown Watertown. He said Advantage Watertown was asked to take on other issues such as in-fill housing and asked if the committee members realize that downtown issues are supposed to be the focus and asked about the original charge.

Mr. Bartow responded that the bylaws are fairly broad.

Mayor Graham asked whether a group such as this one even needs bylaws, per se, as it is a free form discussion. What happens, he said, is that with the conglomeration of meetings he attends topics often overlap but also some issues may fall through the cracks. He mentioned the weekly newsletter the Manager has implemented which provides a better way for Council members to be informed about issues, as opposed to the previous system which left things more free-form and misunderstood. The Mayor stressed the importance of talking to each other and communicating and it comes down to how the City's administration decides to utilize Advantage Watertown or other organizations.

Council Member Smith said that the role of the group has to be defined so that there can be expectations.

Gary Beasley noted that he was involved in Watertown Alive, City Center Development and Quality Communities and these committees have evolved from time to time and taken on different tasks of the day. He said he recalled meetings of Advantage Watertown when it became apparent that there was going to be a lot of investment in housing related to Fort Drum and there were discussions that the group had an interest in making sure some of that investment happened in the City. He reminded Council that they receive the minutes and agendas of the meetings and staff members are present. Mr. Beasley had assumed, he said, perhaps incorrectly, that that was a conduit of information rather than full memorandums.

Council Member Burns remarked, in concurrence to what Council Member Smith is saying, that she is in no way taking away from the good work and intentions of the group, but if one looks at their mission it says they will work to enhance and sustain social prosperity and supporting initiatives. She suggested that perhaps the mission should be reworked that the group will identify issues and prioritize and support based upon the leadership of the City Council. She said it can be somewhat misleading to the public when they see Advantage Watertown prioritizing and supporting initiatives when in fact that is the job of the elected body. She said the roles of the two bodies needs to be clarified.

Brian Murray addressed the Chair commenting that the group of people here are very passionate about the City of Watertown and downtown with some great experience and expertise that are at Council's disposal. He said he would like to see if there is a way the committee could better add value to Council.

Mayor Graham offered an anecdote to Council regarding Palmer Street. He said he ran into Mr. Batista who has shown concern regarding children walking on the poorly lit street to the bus stop because there are no sidewalks. As it turns out, he said, Mr. Batista ordered two utility poles and set them up with street lights with service from National Grid and he pays for the electricity. The Mayor stated that this individual put in two street lights on the allegedly private street that the City did not want to address. Sometimes, he said, someone does something and it is outside the realm of those in Council Chambers. He said it is an interesting anecdote in terms of non-sanctioned community involvement by someone who does not have a fancy title.

Mr. Bartow asked if Council would like Advantage Watertown to meet with Council once or twice a year to discuss topics.



Mayor Graham said that would be a good idea to discuss topics or to relay a message.

Dr. Jason White said that although he is not the earliest member but one who met off-campus at a church meeting room, from the beginning the group brought people who would not usually sit down together, people who had unique knowledge of grants available to the City, possible housing projects, people with expertise in rehabilitation and a number of other areas. A lot of people have worked very hard because they care about the City, he said, and Advantage Watertown is trying to work with big projects that are not single person decisions and figure out how these can be utilized for the advantage of the City. Dr. White said that he hopes in the future, communication will not be misconstrued and the committee wants to help Council bring to the floor issues and topics that will help residents of the City know how beautiful it can be.

Mr. Bartow commented that housing is a topic that is still alive and said he thinks it will become an even greater issue as the Community Residential Housing Program is going to make a deliberate shift over the next year from new multi-family rental units to rehabilitation and adaptive reuse of other buildings. He noted there is currently a one to two percent vacancy rate. Mr. Bartow noted that outside of the Alcoa Plant and the Rodman landfill, the third largest contributor to greenhouse gases in the North Country is old housing stock.

Mayor Graham concluded the topic by saying that any group, individual or committee can come before Council.

#### **Presentation – Steve Weed, President of the Downtown Business Association**

Mayor Graham commented that there has been some objection to parade routes.

Mr. Weed addressed the Chair, saying that the presentation tonight originally comes from a personal issue in which he had tried to get to his business on a Friday night at 6:00 p.m. and could not because the lower half of Washington Street closed off due to a parade. He said he tried to circumvent the closed areas but could not get across Washington Street for nearly thirty minutes. He noted that a parade on Washington Street cuts the south side of the City in half and that a portion of the City is cut off from the hospital as well. The parade route, he said, used to be State Street but that was changed due to construction and there are probably some people who prefer Washington to State Street. He added that there are a lot of logistical issues that cause problems, such as not getting to the hospital and no detour around the parade across Washington Street. Mr. Weed suggested utilizing State Street again and having the Park Circle as the staging area for participants. He listed the City streets which can then be navigated to circumvent the parade. Mr. Weed referred to City maps to show Council the possible routes. He pointed out that Washington Street is more residential and State Street has more commercial properties, which would be good for businesses.

Mayor Graham replied that this is a matter set by City Code and if there is to be substantial discussion on it, there has to be an advocate on Council for an ordinance to amend the Code. He asked if the DBA has taken a position on the matter.

Mr. Weed said they agree with his perspective.

Council Member Smith noted that the Code allows for alternate routes, with State Street being one of the routes. If a parade organizer wanted to use State Street, the Code allows for that to take place, with sign-off from the City Manager.

Council Member Macaluso commented that she has received a number of complaints about the parade route on Washington Street, saying she could not get to her own house during a parade.

Mayor Graham said that parades naturally disrupt things and it is the trade-off you make in exchange for having the event. Because someone was temporarily inconvenienced does not necessarily precipitate a change, he said. He said as one who participates in the parades, the amount of public attendance is far greater on Washington Street than it ever was on State Street. No matter what is done, he said, someone will be inconvenienced.

Mr. Weed reiterated that the current route shuts off the main artery to the only hospital in Watertown.

Council Member Smith noted that Sherman Street can be utilized for access.

Mr. Weed responded that there is no guidance for drivers to navigate around the parade.

Mayor Graham said that it does not take two hours to be able to cross Washington. He said the City makes a trade off on any given day for the public benefit of a community event.

Council Member Smith said a parade organizer can request a change for an event. He added that the reality is the parades are short and this is not New York City, in which traffic is shut down for hours.

Council Member Butler commented that he shares Mr. Weed's thoughts and agreed it is very difficult to get to the hospital and across Washington Street. He said he would give consideration to the matter and it should be explored. As for alternate routes, he said there should be three routes and noted that the time of day and day of the week may lend to having different routes.

Mr. Weed showed maps to Council, outlining the different ways to get around the parades.

Council Member Macaluso concurred that it can be very frustrating to try to get across Washington Street.

Council Member Butler noted that a tremendous amount of money was spent on the J. B. Wise parking lot and said it should be used.

Mayor Graham said the groups themselves should come before Council, and give advance notice, of a request to change the parade route. He added that people will not pay attention to a traffic control volunteer and that a police officer needs to direct traffic.

### **Aviary Replacement**

Mayor Graham mentioned that a meeting was held last week with Council Member Butler, Kurt Hauk and members of the Zoo Board to discuss the replacement for the aviary. Issues were discussed relating to not using another design firm, but rather take the zoo's recommendations and try to incorporate them into the replacement building. They discussed utilizing a metal roof for the structure and various façade ideas, one of which would mirror the Thompson Park stone work. Mayor Graham said the committee was going to try to make it to the Zoo Board meeting on Thursday. He added that there were some who said

they felt rushed and wished to tear down the existing aviary, but in his opinion, he said, he does not think it is a good idea to be precipitous and it is not doing any harm where it is right now. The Mayor added that to keep costs down, internal staff is being relied on for design. He said he would recommend that until the design and bid are resolved, Council hold off on making any abrupt moves with the existing structure and would appreciate Council's support on the matter.

### **Bobcats, Bears & Brews**

Mayor Graham commented that the Bobcats, Bears & Brews event was very successful and was well organized. He noted each of the eleven stations had their proper SLA permit visible.

### **Pavilion Picture**

The Mayor said Mr. Hauk left a picture of a pavilion for Council, and is not a final design but rather something he found on the Internet that mimics the pattern that the zoo board seemed to want. (Not on file with the City Clerk)

### **Caves**

Mayor Graham stated that a memo had been received from Mr. Anderson requesting Council make a decision on whether or not to get a cost estimate on a gate. Mayor Graham inquired if Council wished to have that estimate drawn up.

Council Member Burns responded that she would.

### **Salary Increases for Management**

Mayor Graham mentioned that he had emailed Council and also left a copy of a memo regarding salary increases for management. He noted that there was some consternation within that body of employees about the pattern of salary earnings over the years as it relates to some of the bargaining unit people versus management. The memo before Council lists the top ten gross earnings for 2011 versus the 2010 top ten established salaries.

Meeting ended at 9:10 p.m.

*Amanda C. Lewis*  
Deputy City Clerk